

## WHAT IS CLAIMED IS:

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1. A method for qualifying candidates for employment with an employer, said method comprising:

executing a computer program, said computer program receiving as input from said employer a desired hiring criteria of said employer;

5 based on said desired hiring criteria of said employer, said computer program generating at least one customized application program that is executable to interact with candidates for employment with said employer and determine whether each of said candidates is qualified for employment with said employer;

allowing said candidates access to the at least one generated customized application program; and

responsive to input from each of said candidates to the at least one generated customized application program, said at least one generated customized application program automatically determining whether each of said candidates qualifies for a position of employment with the employer.

2. The method of claim 1 wherein said desired hiring criteria includes at least one criteria selected from the group consisting of:

candidate's education, candidate's work experience, candidate's possessing a particular license, candidate's language skills, and candidate's computer skills.

3. The method of claim 1 wherein said computer program provides a predetermined list of hiring criteria for selection by said employer as said desired hiring criteria.

4. The method of claim 3 wherein said computer program allows said employer to input additional hiring criteria not included on said predetermined list.

5. The method of claim 1 wherein said computer program includes a user interface for interacting with said employer to receive as input said desired hiring criteria from said employer.

6. The method of claim 1 wherein said computer program receiving said desired hiring criteria further includes:  
receiving said desired hiring criteria from a user interface.

7. The method of claim 6 wherein said user interface is a separate program executable to communicate with said computer program.

8. The method of claim 1 wherein said at least one customized application program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position of employment with said employer.

9. The method of claim 1 wherein said at least one customized application program enables access by one or more candidates via at least one communication platform.

10. The method of claim 9 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

11. The method of claim 9 wherein said at least one customized application program includes an IVR application that enables access by one or more candidates via telephone.

12. The method of claim 9 wherein said at least one customized application program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

13. The method of claim 1 wherein said generating step includes:  
generating a plurality of said customized application program.

14. The method of claim 13 wherein each of said plurality of customized application programs is executable to enable interaction with candidates via a different communication platform.

15. The method of claim 1 further comprising:  
said computer program receiving as input from said employer preferences of said employer as to characteristics of said at least one customized application program.

16. The method of claim 15 wherein said computer program receives as input from said employer indication of one or more communication platforms on which said at least one customized application program is to enable access by candidates.

17. The method of claim 1 wherein said at least one customized application program is executable to assist in further screening of candidates beyond determining whether based on said desired hiring criteria said candidates qualify for a position of employment with the employer.

18. The method of claim 17 wherein said at least one customized application program is executable to schedule future testing with a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

19. The method of claim 17 wherein said at least one customized application program is executable to administer testing of a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

20. The method of claim 17 wherein said at least one customized application program is executable to schedule a future personal interview with hiring personnel of the employer and a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

21. The method of claim 20 wherein said at least one customized application program interacts with a calendaring program to schedule said future personal interview at a time available for said hiring personnel.

22. The method of claim 17 wherein said at least one customized application program is executable to forward supplemental materials to hiring personnel of the employer for a candidate determined based on said desired hiring criteria to be qualified for a position of employment with the employer.

23. The method of claim 22 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

24. The method of claim 22 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel electronically.

25. The method of claim 24 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel via at least one communication method selected from the group consisting of: e-mail and fax.

26. The method of claim 22 further comprising the step of:  
said at least one customized application receiving said supplemental materials from a candidate.

27. The method of claim 26 wherein said at least one customized application receives said supplemental materials via at least one of the following methods: fax, e-mail, and digital imaging device.

28. The method of claim 1 further comprising the step of:  
said at least one customized application program outputting to a candidate determined by said customized application program as not qualifying for a position of employment with the employer one or more reasons for said candidate not qualifying.

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29. The method of claim 1 further comprising the step of:  
storing to a database information about a candidate received by said at least one  
customized application.

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30. A system for use in qualifying candidates for employment with an employer, said system comprising:

a processor-based device; and

5 a computer program executable by said processor-based device to receive as input desired hiring criteria of said employer and generate at least one application program, said at least one application program executable to interact with candidates and determine whether each of said candidates qualifies for a position of employment with said employer.

31. The system of claim 30 wherein said processor-based device is a device selected from the group consisting of: PC, workstation, laptop computer, and PDA.

32. The system of claim 30 wherein said processor-based device is a server computer.

33. The system of claim 32 wherein said server computer comprises a web server.

34. The system of claim 30 wherein said desired hiring criteria includes at least one criteria selected from the group consisting of:

candidate's education, candidate's work experience, candidate's possessing a particular license, candidate's language skills, and candidate's computer skills.

35. The system of claim 30 wherein said computer program includes a user interface for interacting with said employer to receive as input said desired hiring criteria.

36. The system of claim 30 wherein said at least one application program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position of employment with said employer.

37. The system of claim 30 wherein said at least one application program enables access by one or more candidates via at least one communication platform.

38. The system of claim 38 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

39. The system of claim 37 wherein said at least one application program includes an IVR application that enables access by one or more candidates via telephone.

40. The system of claim 37 wherein said at least one application program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

41. The system of claim 30 wherein said computer program is executable to generate a plurality of said application programs.

42. The system of claim 41 wherein each of said plurality of application programs is executable to enable interaction with candidates via a different communication platform.



43. The system of claim 30 further including an input device communicatively coupled to said processor-based device to enable candidates to input supplemental materials to said processor-based device.

44. The system of claim 43 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

45. The system of claim 43 wherein said input device includes at least one device selected from the group consisting of fax machine and digital imaging device.

46. The system of claim 43 wherein said at least one application program is executable to electronically communicate said supplemental materials to hiring personnel.

47. The system of claim 46 wherein said at least one application program is executable to electronically communicate said supplemental materials via at least one communication method selected from the group consisting of e-mail and fax.

48. The system of claim 30 further comprising a data storage device communicatively coupled to said processor-based device to enable storage of data received by said at least one application program.

49. The system of claim 48 wherein said data storage device is at least one device selected from the group consisting of: hard drive, floppy disk, Compact Disc (CD), Digital Versatile Disc (DVD), and other data storage devices.

50. The system of claim 30 wherein said processor-based device is communicatively coupled to a communication network to enable access by said employer to said computer program via said communication network.

51. The system of claim 50 wherein said communication network is a network selected from the group consisting of: PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

52. The system of claim 51 wherein said processor-based device is communicatively coupled to a communication network to enable access by said candidates to said at least one application program via said communication network.

53. The system of claim 52 wherein said communication network is a network selected from the group consisting of: PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

54. Computer executable program code said code for generating customized programs for qualifying candidates for employment with an employer, said computer executable program code comprising:

code for presenting a user interface for receiving hiring criteria from an employer; and

5 code for generating at least one qualification program for interacting with candidates and determining whether each of said candidates qualifies for a position of employment with said employer.

55. The computer executable program code of claim C1 wherein said code for presenting and code for generating are part of a common computer program.

56. The computer executable program code of claim 54 wherein said code for presenting and said code for generating are each part of separate computer programs that are capable of communicating with each other.

57. The computer executable program code of claim 54 wherein said at least one qualification program is executable to interact with a candidate to enable said candidate to self-administer a qualification session for a position with said employer.

58. The computer executable program code of claim 54 wherein said at least one qualification program enables access by one or more candidates via at least one communication platform.

59. The computer executable program code of claim 58 wherein said at least one communication platform includes platforms selected from the group consisting of: telephony-based platform, web-based platform, and other processor-based platforms.

60. The computer executable program code of claim 58 wherein said at least one qualification program includes an IVR application that enables access by one or more candidates via telephone.

61. The computer executable program code of claim 58 wherein said at least one qualification program includes a web-based application that enables access by one or more candidates via a processor-based device via the World Wide Web.

62. A business method for qualifying candidates for employment with an employer, said business method comprising:

allowing an employer access to a computer executable program, wherein said computer executable program enables said employer to generate at least one customized application program based on a desired hiring criteria of said employer; and

allowing candidates access to the at least one generated customized application program; and

responsive to input from each of said candidates to the at least one customized application program, said at least one customized application program automatically determining whether each of said candidates qualifies for a position of employment with the employer.

63. The business method of claim 62 wherein said allowing an employer access further comprises:

allowing said employer access to said computer executable program via a communication network.

64. The business method of claim 63 wherein said communication network is a network selected from the group consisting of:

PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

65. The business method of claim 62 wherein said allowing candidates access to the at least one generated customized application program further comprises:

allowing said candidates access to said at least one customized application program via a communication network.

66. The business method of claim 65 wherein said communication network is a network selected from the group consisting of:

PSTN, wireless communication network, a proprietary network, general purpose processor-based information network, dedicated communication lines, computer network, direct PC to PC connection, LAN, WAN, modem to modem connection, Internet, Intranet, Extranet, or any combination thereof.

67. The business method of claim 62 wherein said at least one customized application program is executable to assist in further screening of candidates beyond determining whether based on said desired hiring criteria said candidates qualify for a position of employment with the employer.

68. The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to schedule future testing with said candidate.

69. The business method of claim 68 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to administer testing of said candidate.

70. The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to schedule a future personal interview with hiring personnel of the employer and said candidate.

71. The business method of claim 70 wherein said at least one customized application program interacts with a calendaring program to schedule said future personal interview at a time available for said hiring personnel.

72. The business method of claim 67 further comprising:

if determined by said at least one customized application program based on said desired hiring criteria that a candidate is qualified for a position of employment with the employer, said at least one customized application program executing to forward supplemental materials to hiring personnel of the employer for said candidate.

73. The business method of claim 72 wherein said supplemental materials include at least one of the materials selected from the group consisting of: candidate resume, writing sample, questionnaire, letter of recommendation, and school transcript.

74. The business method of claim 72 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel electronically.

75. The business method of claim 74 wherein said at least one customized application is executable to forward said supplemental materials to hiring personnel via at least one communication method selected from the group consisting of: e-mail and fax.

76. The business method of claim 72 further comprising the step of:  
said at least one customized application receiving said supplemental materials from a candidate.

77. The business method of claim 76 wherein said at least one customized application receives said supplemental materials via at least one of the following methods: fax, e-mail, and digital imaging device.